

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building, Room 1D
Hartford, CT 06106
Wednesday, June 13, 2018**



2:00 p.m.

Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair

Edward Mambruno, Secretary

Andrew Norton

Lisa Giliberto

Edith Pestana

Joseph Suggs

Commissioners Absent

Shuana Tucker

Nicholas Kapoor

Staff Present

Tanya Hughes, Executive Director

Cheryl Sharp, Deputy Director

Emily Melendez, Assistant Attorney General

Michelle Dumas Keuler, Commission Counsel III

Darcy E. Jones, Legislative Analyst

Neva Elaine Vigezzi, AA HRO Representative

Monica H. Richardson, Executive Secretary

Kimberly Jacobsen, Commission Counsel III

Ronald Simpson, Regional Manager

Muriel Carpentier, AA HRO Representative

Kristen Daniels, Executive Secretary

I. **Chairperson:** Cherron Payne, Presiding

The meeting was convened at 2:10 p.m.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Giliberto to approve the minutes of the May 16, 2018 Regular Commission Meeting. It was seconded by Commissioner Pestana. The vote was: Yes (5), No (0), and Abstentions (0). The motion carried.

III. **Affirmative Action Recommendations – Vote Required**

The following plan was presented by Deputy Director Cheryl Sharp:

Charter Oak State College

A. Staff Recommendations: **Conditionally Approved**

1. Charter Oak State College

Representing the agency was President Ed Klonoski and Rowena McGoldrick, Associate Manager, Personnel & Business Services

The plan was recommended for **Conditional Approval**:

The agency did not meet or substantially meet all of its hiring goals at 20%. The promotion goals were not established for this filing period. The program goals were met at 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 61.6% goal achievement for the SBE and 153.7% for the MBE.

The filing history is as follows: 2012, Approved, 2014, 2015, Disapproved, and 2016, 2017 Approved.

A motion was made by Commissioner Pestana and seconded by Commissioner Giliberto to accept staff recommendation to **conditionally approve** the plan of Charter Oak State College and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

IV. Division Reports

Executive Director's Report: was presented by Tanya Hughes, Executive Director who reported on the following:

- Maintaining minimum aged inventory
- Closures – increased closures across the regions except Capitol (due to significant staff reduction)
- Contract compliance showing results of improved processing procedures and policies
- EEOC National Conference, June 25-28, San Antonio, TX
- Agency Telecommuting Policy Rollout
- Kid's Speak/Kid's Court
- AA Working Group with Agency Heads

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- Center for Children's Advocacy June 11 at UCONN Law School
- Kid's Court, June 12, 5-7 at the State Capitol
- #MeToo Campaign/ Speakers bureau
- Legislative Group for Affirmative Action;
- Farmers Market, Fair Housing and Eastern region

Outreach Successes

- DHMAS training, series of trainings by CHRO legal
- Legislative Breakfast, Eastern region, May 11

- Department of Justice Working Group

A detailed report was provided. See attached.

Legislative Report: presented by Darcy Jones, Legislative Analyst and Commission Counsel

Several bills CHRO supported passed during this legislative session, SB 256, SB 284, SB 5149, and SB 132. See attached.

V. Request for Reopening:

Presented by Kimberly Jacobsen, Commission Counsel III

Timothy Wheeler v. New London Board of Education
CHRO Case No. 1840186

Following presentations by the agency and complainant and lengthy discussion, a motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept staff recommendation that the Complainant's request to reopen be **denied**. The vote was: Yes (4), No (0) and Abstentions (1). The motion carried unanimously.

VI. New Business: N/A

VII. Executive Session

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)

Commissioner Norton moved to go into Executive session and was seconded by Commissioner Mambruno. The vote was: Yes (5), No (0) and Abstentions (0). The motion was carried at 3:30 pm.

Invited into Executive Session with the Commissioners was AAG Emily Melendez only.

1. Informal Legal Advice Regarding the Commission's Authority

VIII. Return from Executive Session

***Commissioner Norton exited the meeting at 4:25 p.m.*

Commissioner Giliberto made a motion to resume the meeting at 4:26 p.m. following Executive Session and it was seconded by Commissioner Mambruno. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried unanimously.

IX. Vote on Executive Session Items: (Action May Be Required): N/A

X. Old Business: N/A

XI. Adjournment

A motion was made by Commissioner Gilberto to adjourn the meeting and was seconded by Commissioner Pestana. The motion to adjourn carried unanimously. The vote was Yes (4), No (0), and Abstentions (0). The meeting adjourned at 4:28 p.m.